

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975



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No. 22

Teamsters for a Democratic Union

P.O. Box 10128, Detroit, MI 48210 Phone (313) 842-2600

A Contract of Takeaways

Send This One Back!

As we go to press on January 17, the terms of the new tentative freight contract, submitted by Roy Williams, are beginning to come to light despite efforts to keep them secret from the rank and file.

Unlike all previous NMFA's, this proposed contract contains almost no real gains for the rank and file.

Instead of a breakthrough in the vital area of **job security** our top negotiators have given in to employer demands for work rule concessions that will actually cost jobs. Instead of providing assurances that Teamsters will be hired by the ever-expanding giants of the trucking industry, our negotiators have come up with a list of giveaways which will only speed-up the growth of these big carriers at the expense of the smaller truck lines.

Here is the run down on what is known at this point, based on information obtained from several members of the IBT Negotiating Committee:

Wages Frozen. Wages will be frozen—no wage increase. There is a provision to reopen the contract if the economy improves. But this is no guarantee that any wage increase will result even after an economic upturn. (Remember the 'reopener' on the 55 mph speed limit? No one got a cent.)

Cost of Living Cut. There is a

proposed **double cut** which guts the cost of living clause. Instead of five (5) semi-annual COL adjustments (each October and April), there will be two (2) annual adjustments. And part of our COL money will be diverted to the pension and health and welfare funds.

Jobs Lost. The proposed contract allows road drivers to make one pick-up and one delivery in the city, with a maximum of 1½ hours per incident. This is designed to eliminate jobs.

Road Driver Guarantees Lost. In at least some supplements, guarantees will be reduced or lost. In the West the ABA dispatch and the 8 hour driving time guarantee have been lost.

Pension Contribution Cutback. The employers will only make pension contributions for 'time actually worked'. For example, in the Western Conference the employer will pay hourly into the pension fund based on hours worked in a month. Instead of getting a full month's credit for 40 hours worked, as at present, people will suffer loss of pension credits. This will give the companies even more incentive toward casualization.

Lower Pay for New Hires. New hires would be paid anywhere from 70% to 90% of scale in some conferences for the first year they are employed. This

would apparently not apply to casuals, but would still undercut the job security of seniority Teamsters. The employer would have an economic incentive to get rid of you. Apparently 50% of the people hired under this clause would come from union referral, a plus—but far from what is needed.

Rank & File Can Stop Concessions

This contract is a long way from being in place. It will be presented to the full national negotiating committee on January 28 (and no doubt rubber-stamped) and then presented to the membership for a vote.

We can make a difference by voting NO and sending it back for renegotiation. A NO vote will cause renegotiation—and there is plenty of time to do it prior to April 1. A NO vote will not cause a strike, it will be a signal to our negotiators that they have misjudged what we will accept. It will say loud and clear that we want these takeaways renegotiated and we want some real job security protection in the contract—not just window dressing.

We can also make a difference in our locals. Let your officers who are going to the national negotiating committee meeting know that you are opposed to

a complete takeaway contract. If enough local officers get this message it will add up.

Many locals will be set to hold meetings in early February to explain and discuss the contract. We should build large turnouts and be prepared to speak up there on the proposed contract.

After months of secret negotiations, after all the talk, it's finally up to us—the rank and file. In the coming weeks we will hear every excuse in the book as to why this contract is good for the membership. They will say it will put people back to work. They will say it will save the companies in hard times. They will say it's the best they could get.

But if we take the time to inform ourselves and our fellow members we will know the truth. That there is nothing in this contract but takeaways that will set us back for years to come.

And if we work hard to spread the word, and use our power to vote NO, we can send our negotiators back to the table. Twice before proposed NMFA's have been sent back to the table, both times to the benefit of the members. This time much more is at stake. It's a matter of preserving years of unionism and standing up for our jobs, our contract and our future.

TDU Wins Right to Hold Union Meetings

DETROIT—Three rank and file members of Detroit Local 247 have won a major victory in the fight to reform our union, winning the right of all Teamsters to attend regular local union meetings even if your local officials believe that such meetings are unnecessary.

While many Teamster members take the right to attend meetings for granted, the sad fact is that several Teamster locals hold no meetings at all. Local 247 was one of those locals—until December 22, 1981. That was the day that U.S. District Court Judge Anna Diggs Taylor ruled that the local must begin holding meetings this February. The meetings will be the first the local has held in 25 years.

The Judge also ordered the local's secretary treasurer, George Withers, to repay all monies used from the union treasury in opposing bylaws changes that TDUs had proposed. Instead of allowing the bylaws changes to be

debated and voted on at a local union meeting, Withers used funds for a mail campaign against the bylaws changes. The proposed changes included a proposal to have elected stewards and membership control of officers' salaries. The illegal campaign included a "ballot" which was so biased it did not even tell the members what the proposed changes were!

Now the Judge has declared the mail ballot to be "null and void" and the local was directed to hold a vote on the proposed bylaw amendments at a membership meeting within 90 days of the decision.

Important Ruling for All Members

"This decision is an important precedent," said Michael Goldberg, the TDU attorney who handled the case, "because it is the first time a federal court has ruled that regular membership meetings are required by federal labor law." In supporting this decision, the judge cited Section 411(a)

(2) of the Landrum Griffin Act which states:

"Every member of any labor organization shall have the right to meet and assemble freely with other members; and to express any views, arguments, or opinions; and to express at meetings of the labor organization his views, upon candidates in an election of the labor organization or upon any business properly before the meeting...."

Despite this clear language of the law it took the efforts of TDU members Gary Wade, John Vamplew, and Bob Hyson to make their local hold meetings. "Their refusal to hold a vote on the bylaws was what started this whole dispute a year and a half ago," said Gary Wade a transit-mix driver. John Vamplew, a Local 247 steward, stated, "All we were asking for were basic rights like elected stewards and a reasonable limit on officers' salaries."

As we go to press it is still too early

to tell whether the International Union will appeal this victory for the rank and file. If they do it will be to their disgrace, and a waste of the members' dues money, money spent in yet another effort to deny the members their democratic rights. And the right to hold meetings is not only clearly stated in the law—it is even stated in our own Teamster Constitution (Article 14).

But whatever the hierarchy of our union decides to do, TDU is committed to defending and extending this victory. We will seek to help members in other locals that do not yet have regular union meetings win what they deserve. In the words of Judge Taylor:

"...Where there has been no general membership meeting for many years, the court finds the members' rights...to participate fully...have not only been hampered, they have been eradicated....That state of affairs cannot be reconciled with the LMRDA's [Landrum Griffin Act] Bill of Rights."

LETTERS

"Mr. Presser Will Get His"

Dear TDU,

I can't believe everyone seems to know how things are running in the Teamsters Union, and yet we can't seem to do anything about it. At least you guys in TDU seem to be trying, therefore I'm sending in my money to join you and hope I can help a little.

Mr. Presser will get his in due time, and as for the local I'm in, things are going to change between now and the next contract. I'm one union steward they can't buy or scare off.

I did not spend four years in the Marines, and 18 years out here on the road, eight of them as a union steward, to see the Teamsters throw us down the tube. This is the way I see it and the reason I'm trying to get all the Vets together to stand up and fight for what we fought for already. And I don't intend to stand by and watch some fat

TDU in Chicago

Dear TDU,

As you know, Coloman Stefchek, Mike Belzer, Bob Kinnunen and I ran for union office in Chicago Local 705. We didn't win but we gave it a good try.

I see this as a very important victory. It shows once again that in unity there is strength that can bring positive results. It inspires us to continue ahead with the fight to better our union. We found that there are members out there who care, and while it is not possible to reach everyone, we shall aim and seek better goals and struggle ahead.

Next time we shall spread TDU's aims and goals and hopefully TDU will win in Chicago Local 705.

Fraternally,
Aaron Kesner
Local 705
Chicago IL.

MOVING?

Notify us of your new address or you will not receive your monthly **Convoy Dispatch**. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS**.

slob like Presser and the rest of them fat cats at the top steal it all away.

I hope your convention was a success, and hope to hear about it soon. Will keep in touch.

Fraternally,
Valdon Ake
Local 26
Fortville, IN

Beware the 'Beacon'

Dear TDU,

TDU members should be warned about the publication called the "American Labor Beacon" and its slanted, one-sided reporting. This magazine is being widely circulated around the Michigan area and donations for it are being solicited.

Not knowing what it was I donated a couple of bucks just from their glib conversation and then took their literature home to read—and was I in for a surprise!

Fraternally,
Merlin Ferguson
Local 614
Garden City, Mi.

Protect Our Contract

Dear TDU,

My biggest concern is that the union start living up to the contract. They should stop adding riders that favor the companies only.

Fraternally,
Duane Gehling
Local 200
Greendale, Wi.

Motto of the Month

"I say to union members, I know of no law that can protect you from mismanagement. There is only one way to protect democracy in government, in a union or in any other institution. That means the people had better take care of their business. If only 10 percent of union members attend meetings—and that is a good average—we can expect abuse of power...If union members really want unions which will be effective and will protect their interest, they had better get to the union meetings."

—the late Senator Hubert Humphrey, as quoted by U.S. District Court Judge Anna Taylor in her judgement ordering the IBT Local 247 to hold union meetings.

Submitted by John Vamplew, Local 247.

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George Feld

George Feld, a dedicated member of the TDU International Steering Committee and chairman of the Milwaukee chapter, died after suffering a heart attack on December 6, 1981. He was on his way home to Milwaukee after a Steering Committee meeting in Detroit.

George's death was a great loss to TDU. Although George did not think of himself as a leader, being basically a gentle person, he led by his example, his personal dedication and honesty, and by plain hard work. He was one of the main leaders who built the Milwaukee chapter from the ground up over the last two years.

George is survived by his wife Arlene, also a dedicated TDU activist, and five children, as well as by many friends, including new ones acquired in the course of building TDU. We extend our deepest sympathies to the Felds.

George's funeral on December 10 reflected what he meant to the people who knew him. Many TDU members from Milwaukee attend-



ed, as well as others from Detroit and Chicago. Jay Downs, a Milwaukee chapter member, read a poem he wrote in honor of George.

Even at the funeral, and at a chapter meeting on December 12 which was attended by 50 people, everyone talked of how hard it would be to fill George's shoes. All knew they had lost a good friend and strong leader. But at the meeting they vowed to carry on, to build TDU, and to fulfill the legacy of George Feld.

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1981 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Bob Leslie, Local 147

Organizer:

Ken Paif, Local 407

Trustees:

George Feld, Local 200
Eileen Janadia (Local 337)
Konstantine Petros, Local 20

Alternates:

Keith Gallagher, Local 229
Frank Greco, Local 478
Bob Kinnunen, Local 705
Gary Lazarowski, Local 407
Mel Packer, Local 800
Juana Retamaza, Local 912
John Torbet, Local 468
Mike Belzer, Local 705
Jan Sunoo, Local 278
Welford Wigglesworth, Local 771

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

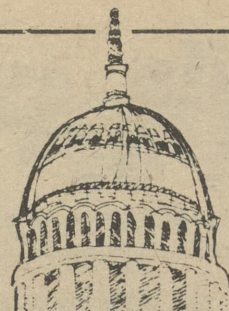
VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



NEWS FROM THE WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you. We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612 — 2000 P St., NW
Washington, D.C. 20036

Your Right to Representation

by Joe Keffer
TDU Washington Office

In 1975 the U.S. Supreme Court held in *NLRB vs. Weingarten* that an employee may insist on the presence of a union representative at an investigatory interview which the employee reasonably believes could result in his being disciplined. Since that time, many NLRB and court decisions have applied this principle in many different situations. Consequently, there is much confusion as to just what a worker's rights are when he or she is called into the office. This article tries to answer some of those questions.

Who is entitled to representation? It has generally been held that *Weingarten* rights apply only to employees. Thus a person who has already been discharged may not be entitled to this protection, but a person who is on probationary status would be. The NLRB has also held that an employee is not entitled to representation at a meeting held solely for the purpose of informing the employee of a previously made disciplinary decision.

Is a conversation on the shop floor concerning production protected by *Weingarten*? It depends. Your right to be represented applies only to cases where you reasonably fear discipline. If your employer has used a production system as a form of harassment, but has never actually disciplined an employee for low production, it might be hard to argue that you are entitled to representation during such a conversation.

Who can serve as a representative? The NLRB has held that the employee has the right to "the presence of a union representative designated by the union to represent all employees." In most cases, this means your steward.

What if your steward isn't around? In such cases the employer can insist that if you want to have representation that you accept representation from any steward who is available. The employer is not obligated to postpone the interview until your steward is available.

What if no steward is around? In such cases you can ask for another employee to come into the interview and represent you. In such cases, the choice is yours—the employer should not be able to tell you which person will be your representative.

Can you be disciplined for refusing to attend an interview in which you are denied representation? Different courts have had different opinions in this area, so be careful.

For example, the NLRB has held that if an employee is not sure of the purpose of the meeting he or she may not refuse to report to the supervisor's office when summoned—even if the steward is not available. Once you are in the interview and can see what's up, then another request for representation would be in your interest—as refusal to provide such representation may lead to making the entire interview invalid.

In another case, an employee stormed out of an interview, stating that he was going to get the shop steward. The employer discharged the employee for insubordination. The NLRB held that the discharge was unlawful. The Board stated that once the employee reasonably believed that the interview might result in discipline, and his request for representation was denied, "he had no obligation to remain in the interview" without a representative. The Court of Appeals disagreed. It stated that walking out of an interview was not a proper request for a representative. The Court stated that the employee had a procedure for requesting a representative and did not follow it.

When must a representative be requested? An employee who requests representation at any time prior to the end of the investigatory portion of the interview is entitled to representation from the time that he made the request. An important point is that your right to representation is not automatic. You must make a request.

What is the role of the representative? An employee is entitled to the assistance of the representative, not just his/her presence during an investigatory interview. An employee is entitled to meet privately with his representative prior to the interview.

What remedy will be awarded if an employer discharges an employee after unlawfully denying the employee his *Weingarten* rights? If the employer can demonstrate that its decision to discipline the employee was not based on information obtained at the unlawful interview, the employer will not be ordered to reinstate the employee and pay his back wages.

But if it can be shown that the employer did in fact depend on the information that was gained in the interview—and that the employer unlawfully denied representation to the employee after it was requested—then the discharge will be reversed. This is because the information was extracted from the worker in an unlawful situation, and therefore that information will be viewed as tainted.

In conclusion, the courts have narrowed your right to representation considerably. While it is always advisable to request representation it is not a good idea to outright refuse to go into an interview or storm out of an interview if it is refused. What the law does do is deny your boss the right to base discipline entirely on information that is obtained in an interview where you ask for a union rep and are turned down.



Joe Keffer, TDU staff attorney.

TDUers Testify for Logs & VCRs

by Joe Keffer
staff attorney
TDU Washington Office

Three TDU members traveled to Washington D.C. in December to tell the federal government why the elimination of the driver's log and Vehicle Condition Report (VCR), imperfect as they might be, would have a devastating impact on driver safety.

The three Teamsters who went to Washington were Frank Carney, Lancaster, PA., Local 771, Mel Packer of Pittsburgh Local 800, and Frank Greco of Edison N.J. Local 478. They met with Don Arbuckle of the Office of Management and Budget (OMB), the branch of the federal government that has the power to make a decision on logs and VCR's.

OMB's position is that the log and VCR constitute "an unnecessary paperwork burden" in that employers already have documents which could be used to determine whether the hours of service and maintenance regulations are being violated.

Mel Packer admitted that there isn't a driver who, at one time or another, hasn't cursed the logs or VCR's. But, he continued "drivers also know that it is the only protection we have. We have a union which refuses to give us any meaningful protection and the Bureau of Motor Carrier Safety (BMCS) has little enforcement power. The logs and VCR's have kept our employers from making us complete slaves."

Frank Greco explained that the biggest advantage of the log is its uniformity. "Without the log, it would be almost impossible for BMCS to investigate employer records." He pointed out, "Each employer keeps different records and the important documents could be fragmented and kept at several terminals. It would take BMCS hours to learn each system and compile the necessary data to investigate a charge."

Frank Carney assured the OMB that the VCR was responsible for a dramatic improvement in the main-

tenance of Yellow Freight vehicles at his terminal.

OMB had proposed to eliminate the drivers log on August 31, 1981. Legal action threatened by TDU/PROD attorney, Arthur Fox, forced OMB to cancel their plans. In response, OMB initially extended authorization of the log until December 31, 1981 and recently until June 30, 1982.

OMB states that the BMCS will issue a notice of proposed rulemaking which will be the first step in eliminating the logs and VCR's. The TDU/PROD office will keep you informed. Members must be ready to write their legislators, if and when, the notice of proposed rulemaking is issued.

Calling All Casuals

In *Desperate Bargain*, Lester Velie relates the story of Pat Corcoran (a made up name), an over-the-road driver for Terminal Transport in Atlanta. By classifying Pat as a "casual", Terminal was able to withhold the \$100-odd weekly fringe benefits it was obliged to pay for all employees on the seniority roster. Although the contract said that any casual was to become a full-time employee after 30 days, Terminal simply fired Pat every 29th day and rehired him on the 30th.

The problem is that Pat, and many others like him are now reaching retirement age. And, since contributions were not made by Terminal Transport, and other companies, the Teamster pension funds are beginning to deny them their pensions on the grounds that they suffered an alleged break-in-service while working as casuals. TDU strongly urges all Teamsters who were classified as "casuals" for a period of three years or more in the 1960's and early 70's to contact the TDU/PROD office in Washington, D.C. The time has come to fight back and secure the pensions of casual workers.

Relief Fails to Save C. J.

"I wonder if you people will ever learn that a company has to make a profit before it can pay employees. Ask the Jones drivers if they would like to take another vote. (I notice that Cooper Jarrett drivers still have a job.)"

—Anonymous letter received at the TDU Office, concerning our coverage of the Jones Motor closing this fall.

Now they don't.

This is not a fact that TDU is happy about. On the contrary. We think that the loss of jobs by Teamster members is the number one problem facing our union today. But we also believe that in the long run, concessions simply do not save jobs.

In the case of Cooper Jarrett, the long run ran out on December 28th when the company filed Chapter 11 under the bankruptcy laws and closed all but three of its terminals.

The company's relief plan consisted of a "loan" from the employees which supposedly would be repaid out of any profits that Cooper Jarrett made in excess of \$500,000. The amount of the loan would change depending on how well—or badly—the company was doing. According to published reports, by the time the company filed Chapter 11 the payout "loan" had reached 15% of the employees wages. When asked for comment on the plan, Cooper Jarrett Vice President and General Counsel William Hanlon said, "All that did was keep us alive for another year."

A close look at the company's finances makes it clear that the company had not made enough money in the last five years to repay "loans" that the employees had made. So even if the company had stayed in business, it is unlikely that the workers would ever get their money back. In the meantime, the Cooper Jarrett relief plan, and others like it, have badly damaged union conditions everywhere, cutting wages and conditions that took years to win. And all the while Cooper Jarrett could use the money it received in the "loan" program to open up a contract carrier division, a special commodities div-

ision, and a hazardous waste hauling division—divisions which are still open today.

Now that the company has filed Chapter 11, however, it is almost certain that the workers won't get their money back. This is because the "loans" that the employees made were not "secured" loans, backed by collateral. While Cooper Jarrett listed "secured" creditors such as the Continental Illinois National Bank and Trust who will get first shot at the company's assets, the approximately 1,000 employees of Cooper Jarrett must stand in line with 8,500 other "unsecured" creditors.

This is a good example of the perils of individual relief deals. In such situations, without a union to bargain for the employees, it is unlikely that the members' money will be secured with collateral. This means that in the event of a bankruptcy, the court will give money that can be raised from the disposal of the company's assets to the more privileged "secured" creditors.

We Need a Job Security Clause

That is why TDU thinks that it is essential that the union take responsibility for representing the workers when the company approaches them and asks for relief. Without this the employees will lose out in every way. With representation, it is possible to either resist relief altogether or to negotiate a better arrangement from the employees point of view.

In the long run, the pressures of deregulation, the growth of the non-union sector, and the expansion of the giant freight carriers in the LTL traffic lanes will mean that troubled carriers like Cooper Jarrett, Jones, Wilson, or Johnson will go out of business. There is little the union can do to stop this from happening. But the union can work to negotiate a job security clause in our contracts that makes sure that the Teamsters whose companies go out of business are hired in seniority order by those large union carriers that will continue to grow in the years ahead. The alternative—just giving the companies what they ask for—doesn't work. Just ask any Cooper Jarrett driver.

The Union Should Examine the Books

While TDU is opposed to relief in general—as it will not save jobs in the long run—we also understand that when it comes to their particular company, many Teamsters will hesitate before just saying "No".

One way to resolve this problem is to get the facts. All too often companies come to their employees, plead poverty, and then take the money and run.

One of the things that the union could do to stop some of these abuses would be to check the books of some of these companies. Under the law, a carrier that pleads poverty is obligated to open the books to the union. No ifs, ands, or buts.

One union which apparently is taking advantage of this law is the United Autoworkers (UAW). The UAW announced that they checked the books of some 75 companies in the first 9 months of 1981. They have found that some of these companies, such as Allis Chalmers, are quite profitable despite their claims of poverty.

With the current epidemic of Teamster employers also asking for relief, the very least our union can do is to provide an audit and report on any company before that employer can approach the members, hat in hand.

New Contract Relief Booklet

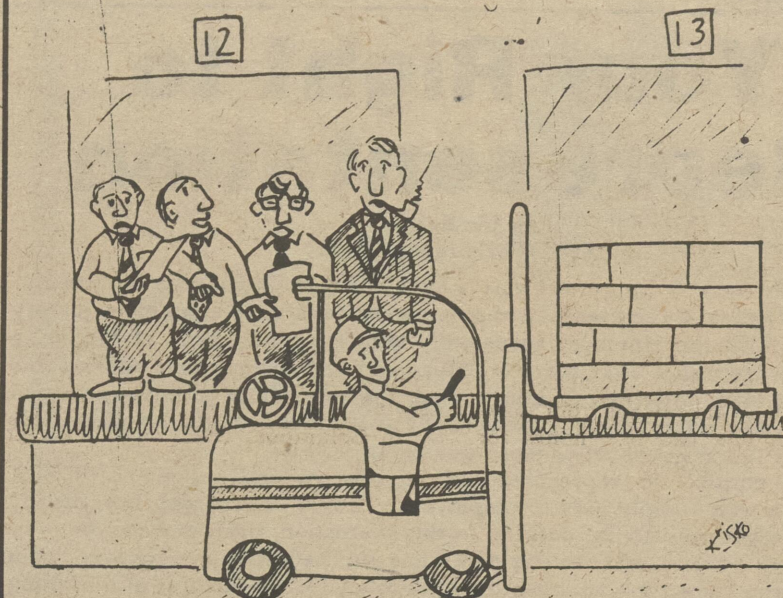
TDU has just produced a new Contract Relief booklet. It contains valuable information on your legal and contractual rights if your employer demands a payout, loan, or other kind of relief. The booklet also includes many examples of how informed Teamsters were able to defeat attempts to gut their contract.

To get your booklet: Send \$1.00 to TDU, Box 10128, Detroit, MI, 48210. (50¢ for orders of 5 or more.) Postage and handling included.

Food for Thought

"I don't think it's labor productivity that's a problem. It's management. And I speak as a former manager. In my opinion, management has been too fat, dumb, and happy in the last ten years."

—U.S. Commerce Secretary Baldrige



AS YOU CAN SEE MR. BUSTABUTT, OUR MAJOR PROBLEM IS LOW PRODUCTIVITY.

Roadway Newsline

Resistance to production cards continues to spread. Mass grievances against the cards have been filed in many locals, including St. Louis Local 600, Toledo Local 20, and Stroudsburg Pa. Local 229 among others. These grievances were encouraged by the Roadway meeting at last November's Rank and File Convention. Such grievances can be filed simply by stating that:

"We, the undersigned Teamsters are grieving the use of production cards by Roadway Express. They are a violation of the contract, violating articles including but not limited to Article 20, and are causing extreme harassment against the employees of this company."

Meanwhile, in Cleveland, Roadway's harassment tactics took a new twist when TM Dave Brock punished city driver Bob Dushaw by making him sit all day in the driver's room. According to the Cleveland TDU newsletter, "Speakout", Dushaw was to clock-in and just sit. He was not allowed to read, and Roadway never explained why he was being disciplined at all! In the past, however, the TM had expressed hostility to Dushaw for what the TM considered to be an excess of undelivered freight. As "Speakout" properly points out, however, there are no productivity standards recognized by Local 407 so such treatment must be considered another form of Big R's production harassment. (After a week and a half of this foolishness the TM finally gave in and put Dushaw back to work.)

In Indianapolis TDU attorney Steve Laudig is involved in a case in defense of a Big R driver and has issued the following appeal:

"Attention Roadway Drivers. Help a fellow Big R driver win his job back. I represent an individual involved in a lawsuit with Roadway Express. We need information regarding situations where engines and/or transmissions have blown, and what punishment, if any, was imposed by the company. Your help could be very important.

Please send any information you have to Steve Laudig, Attorney, 1810 E. 62nd St., Indianapolis, IN 46220."

Meanwhile, in Allentown, Pa., Big R has decided to throw good money after bad and appeal Lehigh Valley TDU's victory in an important case concerning the rights of Teamsters to post TDU literature on terminal bulletin boards. The chances of Roadway's reversing this victory on appeal, however, are considered to be quite slim. (And in Toledo we have just learned that TDU members were successful in getting the NLRB to issue a complaint against Roadway when they tried to intimidate the members by taking down the bulletin board altogether.)

Finally in Charlotte, North Carolina, road drivers report that people have been suspended for being over allowed time on trips while running times have been cut and enforcement is arbitrary. Some other locals have grieved this issue, hopefully pressure from the drivers will cause Local 71 to do the same.

LA Yellow Update

Those of us who have produced the Yellow Freight Newsletter and who wrote about the harassment suffered at the Pico terminal in Los Angeles would like to thank our fellow Yellow Freight employees for their feedback and encouragement. Keep it coming. Write us at Box 1868, Lynwood CA 90262.

We would also like to say that we feel the Pico terminal has been singled out because we have had good conditions here and strong locals. Local Unions 208 (drivers) and 357 (dock and office) have seen through Mr. Yule's underhanded schemes and brought him to task for each one he has come up with.

He has started a war he cannot win. Again, to develop more links, information, and unity among Yellow employees we invite you to write us.

Strikes Enforce Contract

Tankhaulers Fight Relief

Teamster tankhaulers are being told that they must give their employers 'relief' to save jobs. But they are finding out that the opposite may be true: that relief can kill jobs — and that you can fight to save your wages and jobs at the same time.

WESTERN CONFERENCE: RELIEF COSTS JOBS

The clearest case of relief costing jobs is found in the Western Conference where the tankhaul companies drive for relief has met little resistance from union officials.

In March of last year Gene Shepherd, Chairman of the Tank Negotiating Committee, signed a "new work" rider with Matlack which contained major takeaways from tankhaulers including two free hours for loading and unloading, and percentage pay when drivers are on the road (27% on trips under 250 miles, 22% on trips over 250 miles and 25% for sleeper teams).

According to the rider, these substandard conditions are supposed to be confined to "new work". But the kicker is that Teamsters bidding for jobs at terminals established to handle this "new work" will transfer to the new terminal and "shall retain no seniority rights at the existing facility." This gives the companies the right to set up completely new facilities, operating at substandard conditions, which can then compete with existing union-scale drivers for the same work.

And this is just how it has worked out. At the Richmond, California Matlack terminal the Local 315 drivers have lost much of their work to the 'Special Commodities' board which the company set up in Stockton.

Such substandard deals have spread across the West. Another example was found at Allyn Transportation. Allyn's parent company, the Landy Corporation, set up an outfit called "Energy Carriers" back in 1976, manned completely by owner-operators. "Energy Carriers" was supposed to handle the 'overflow' work from Allyn, but as the time went by the owner-operator division took not only the 'overflow' but Allyn's principle accounts as well. By June 1979 Allyn's business had shrunk to the point where Landy simply closed it down. The union stood by idly.

Eastern Conference: Runarounds and Resistance

In the Eastern Conference large companies such as Chemical Leaman and Matlack have been pushing for paycuts of 10%. When Chemical Leaman's Croydon, Pa. terminal turned down the wage cut by a vote of 51-1, the company shifted work out of the terminal to three other terminals which had agreed to the paycut. The seniority board was cut in half, down to 42 men, and only half of them were working.

After four months of pressure the men at the Croydon terminal felt they had no choice but to accept the 10% cut. Within three weeks, however, Chemical Leaman was back for more. The 10% paycut was scrapped in favor of a special commodity rider of \$9.00 per hour. As in the Western Conference, the top union officials did nothing to stop these takeaways — or

stop the company from starving the men into submission.

At the Bensalem, Pa. terminal of Matlack, however, the story was different. Armed with financial information provided by TDU the men voted 26-11 against a 10% wage cut and 10c cut in the COLA increase on December 5. The members were prepared to file a grievance against the cut if the company did not yield.

Central Conference: Grievances and Strikes

In the Central Conference tankhaulers have not only had to file grievances — they have successfully struck companies that have defied the contract and refused to pay the wage scale.

In Columbus, Ohio, the tank companies, including Coastal, Matlack, Refiners, and Landmark refused to pay the raise due November 15. Grievances were filed by each of the stewards at these companies, citing the October 26 letter from Roy Williams insisting that the raise be paid. On Wednesday, January 13, the Ohio Conference decided that the issue would be decided by a membership vote. Local 413 has scheduled its vote for Sunday, January 24, at the union hall.

"I think we shouldn't give it up" said Landmark steward Glenn Hotler of Local 413. "It's in the contract. If we have to live by the contract the companies should too."

This kind of union spirit was boosted in Chicago when Rogers, Coastal, and Transport Services all refused to pay the scheduled pay raise on November 1. Here Local 705 moved swiftly against the companies. With the Local's sanctions, the drivers at Rogers and Coastal hit the streets for a strike that lasted just three hours until the companies agreed to pay the increase and back-pay due the men. The strike at Transport Services proved a little more difficult, as the company tried to shift some of their work to a small terminal on the South Side of town, but the December 6 strike did eventually force Transport to back down as well.

Sometimes the mere threat of a strike is enough to make a company get into line. At Coastal's terminal in Saginaw, Michigan, the threat of a strike by Local 486 drivers forced the company to pay the increase due in the men's checks on December 2. That day, instead of including the raise the company had included a note in the envelope with the men's paychecks, saying it would not pay the increase until the members agreed to give the company 'relief'. Upon hearing of this scheme Local 486 immediately gave 72 hour strike notice and on Saturday, December 6, the company backed down.

RANK AND FILE ACTION CAN SAVE JOBS, WAGES

The lesson is crystal clear. It is possible to fight relief through united action. This was the message contained in the 10 point statement agreed to by the Tank Drivers Organizing Committee at TDU's Rank & File Convention. The 10 points were:

1. No more wage cuts — company by company or local by local.
2. No special commodity or new

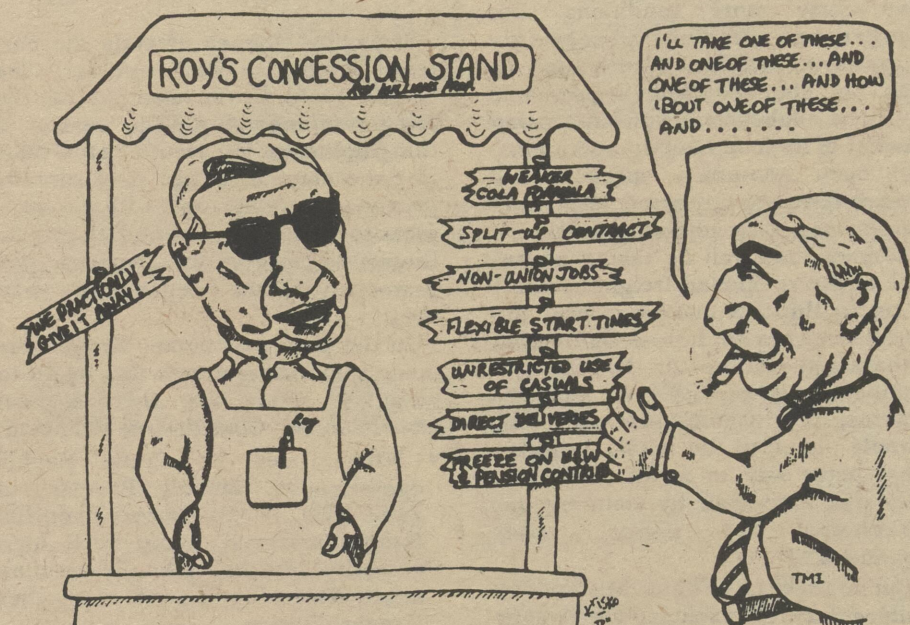
business riders in future contracts.

3. No zone pay.
4. No percentage pay.
5. Companies who have union contracts must have contracts with the local union which has jurisdiction at each domicile or terminal.
6. No special commodity divisions.
7. Owner operator and broker drivers have company seniority only, driver seniority prevails.
8. No special broker divisions. Organize the unorganized.

9. Enforce existing contract.

10. Establish a uniform master haul agreement and prohibit sub-scale riders.

If you are a Teamster tankhauler, and want to save your job and contract, then we urge you to join TDU and get involved. We will be glad to help you in any way—letting you know what your legal or contract rights are and helping you get organized with your fellow tankhaulers, to protect what has taken our union years to win and to build better conditions in the future.



The "Inside Story" on the NMFA

"Teamsters have to make concessions to save jobs." How many times have we heard this from our employers — and even from some IBT officials?

Well, a just released (December 31, 1981) report on the trucking industry and the NMFA, prepared by Standard & Poors, the Wall St. financial analysts, has spilled the beans on what the employers are really thinking about the new NMFA.

First of all, let's take a look at the notion that giving work rule concessions to LTL carriers such as Roadway,

Teamsters hauling truckload freight under substandard contracts — such as the drivers working under the Iron and Steel and Special Commodities contract. The Standard & Poors report frankly remarks that this contract is "Teamster in name only". In fact, the concessions that have been granted in this area have cost jobs — as many carriers have used this rider to haul all kinds of freight that used to be hauled under real union conditions, the report concedes.

Well, if the employers argument



trucking

CURRENT ANALYSIS

STANDARD & POOR'S INDUSTRY SURVEYS

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Yellow, CF, and others will save jobs. The report says "...all major participants in this segment (of the trucking industry) are solidly organized. Consequently, any union concessions would serve primarily to bolster long-term profitability, rather than preserve Teamster jobs."

What kind of work rule concessions are the employers looking for? The report cites the elimination of road drivers' 8 hour guarantees, direct pick up and delivery of freight in the city by road drivers, and the ability of companies to use workers as they wish, regardless of job classification.

Of course there are plenty of

that 'concessions are needed to save jobs' doesn't hold water, what about our officials promises that they will negotiate job security language into this contract? The report notes:

"Beyond the inclusion of a token measure, however, the forthcoming contract will contain little to increase job security in a highly volatile industry."

So the cat is out of the bag. It's time to show our employers we haven't been fooled — that we aren't going to give up jobs to 'save jobs' and VOTE NO on the NMFA so that it is renegotiated with the kind of job security we need.

Asleep at the Wheel?

Will Holmes Bargain with Kroger?

Alarming reports have reached TDU concerning the Kroger master contract: informed sources say that International VP Bobby Holmes intends to let the current master contract with Kroger be extended in its current form with changes only in pension and health and welfare contributions. Kroger is the second largest grocery chain in the country, and the master contract covers some 7,000 Teamsters.

Normally, such news might be met with sighs of relief — at least Holmes wouldn't be taking the opportunity to give away more conditions. But Kroger has become increasingly aggressive, and has made clear its plan to shut or sell unprofitable divisions, subcontract an increasing amount of its food hauling operations, and open non-union operations to replace formerly unionized plants and warehouses. (See adjoining article.)

Holmes may well be taking advantage of the re-opened freight contract to try to slip this maneuver past the members. After all, he was thoroughly embarrassed during the last Kroger negotiations when his first package, bearing his recommendation, was soundly defeated by a 3-1 margin. What better way to avoid embarrassment this time than by claiming the agreement has simply been "extended"?

But one very large obstacle stands in Holmes' way: the rank and file Kroger

activists, including many stewards, who have been working for months now to develop a list of much needed changes in the master contract. Their hard work has resulted in a petition drive in almost all Kroger divisions to support changes aimed at improving job security and working conditions. (Wages are not covered in the master contract; local supplements, negotiated separately, cover monetary issues.)

Holmes' intentions make the current

Kroger rank and file efforts ten times more important than before. Anyone working for Kroger should be alarmed by the news that Holmes is willing to walk away just as Kroger is gearing up to steamroll over the members. Only rank and file pressure will force him to negotiate a contract.

It can be done. The **Kroger Connection** newsletter is keeping members in all divisions informed. Demand news—NOW—from your BA.

Insist on a local meeting—NOW—to let Holmes know that changes have to be made in the contract. Demand to know whether you'll get the right to vote on this contract.

Rank and file pressure can win a good contract. But first it's going to take rank and file pressure just to get Holmes to negotiate. It will take effort, but consider the alternatives. The future of everyone at Kroger is at stake.

The Price You'll Pay if Kroger Gets Extension

If Bobby Holmes extends the current Kroger master contract, the effects could be devastating on the Kroger membership. The reason is that the current job security provisions in the master language have already proven inadequate, and with Kroger's plans to expand in the Sun Belt and its threats to close entire divisions, this protection will be needed more than ever.

In the past year alone, Kroger has made astonishing moves that ought to warn the union that there is real trouble ahead. Consider the following:

- Kroger sold its Grand Rapids operations to Hamady Brothers in June 1980. In the process over 100 Kroger workers, many with high seniority, lost their jobs. Fewer than a half dozen found a job at another Kroger division.

- Kroger opened a dairy in Murfreesboro, Tenn. in September. Not only was the dairy non-union, but the deliveries went to Howard Baer, a subcontractor with a substandard Teamster contract. Baer and other subcontractors are being used more and more to take work from Kroger drivers.

- Kroger has opened other non-union facilities: a KMP warehouse in Shiloh, Tenn.; a peanut butter plant in Albany, Ga.; and a frozen dough plant in Bowling Green, Ky.

- And that's not all. There are more facilities slated to be opened soon: in Winchester, Ky., Murray, Ky., Pontiac, S.C., Crawfordsville, Ind., and now a KMP warehouse will be opening in Lexington, Ky. Will they be non-union? What's your bet?

These are only a few examples of Kroger's recent moves. The trend should be obvious. But apparently it isn't to Bobby Holmes, or if it is he doesn't care.

The Kroger rank and file petition for the master contract contains several items related to job security: a sharp increase in severance pay; guaranteed store deliveries to protect from subcontracting; eliminate sweetheart contracts to Howard Baer and others; organize new facilities; and a company wide hiring preference for anyone who can't follow their work to other divisions.

For information about the master contract petition drive, contact TDU. Above all, let your union officials know you are concerned. Because the price you may have to pay for this contract could be more than you think.

Safeway Members Help Form Richmond, Va. TDU Chapter

Some 40 Teamsters met on December 12 and voted unanimously to form a new Richmond Area TDU Chapter. The meeting was almost equally divided between members of Locals 592 and 322, and both were represented on the volunteer steering committee of 10 that was selected.

TDU Organizer Ken Paff spoke and answered questions, along with TDU attorney Joe Keffer who offered to meet regularly with the new TDUs to

help them get started.

Several of the members present work at Safeway, both warehouse and drivers, and problems were discussed regarding stepped-up harassment, time-and-motion studies and production schemes. The contracts at Safeway-Richmond are far behind those at nearby Landover, Maryland in wages and conditions, and in fact far behind virtually all other Safeway contracts in the country. The Local 322

contract is coming up and that opportunity was discussed.

It was stressed by several of the members present that the TDU Chapter would be for all Teamsters in the area who want to work toward a stronger and more responsive union. Several barns and shops were represented at the first meeting, and interested Teamsters are asked to join TDU and/or contact one of the members distributing TDU material.

TDU introduces a new, informative booklet —

The Teamster Rank & File Pension Handbook

Get the facts, in clear, easy to understand language, on: **qualifying for vesting • getting top monthly benefits • changing Teamster pension plans • impacts of layoff or decertification •**

Here's what the readers say —

"The Pension Handbook puts it in simple language, so we can all understand it. A lot of people don't know about their pensions, and they should. I bought 20 to sell at my barn, and they went fast. Send me 20 more!"

Bob Leslie, Local 147, Des Moines, IA

"Every Teamster should read the Rank and File Pension Handbook. It's really first-rate."

Karen Ferguson, Director of the Pension Rights Center, Washington DC

The Pension Handbook costs \$3.00. (\$2.00 apiece for orders of 5 or more)

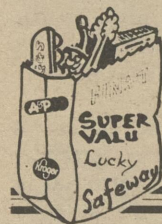
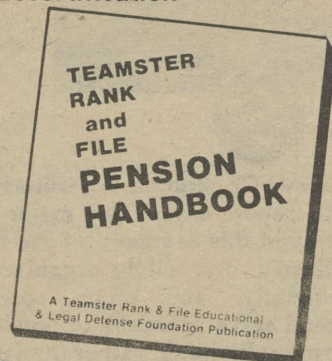
Please send me _____ copies of the Pension Handbook. I am enclosing a total of \$ _____

name _____ Local _____

address _____

city _____ state _____ zip _____

Send to: TDU, Box 10128, Detroit, MI 48210



the grocery bag

A&P Hits Pension Fund for \$200 Million; May Close 400 Stores

The financially troubled A&P grocery chain is laying claim to \$200 million in its pension fund, claiming it has been "overfunded". Unless blocked in court, these seized funds will be tax-free, due to the company's heavy losses in recent years. A former company executive has initiated a class action suit aimed at blocking A&P's seizure of these funds, but so far action has been stalled in court.

The 10,000 employees covered by the pension plan, who should be the beneficiaries of these "discovered" assets, have something else to face as well: A&P is reported to have at least 400 of its 1500 stores under consideration for either sale or closure. The \$200 million it hopes to seize from the pension fund will be used to modernize

or expand the remaining stores.

Closings have already begun in a number of areas. The New York - New Jersey area has been hard hit, and 29 stores have been closed in the Philadelphia - Camden region.

Other areas under the threat of closings or sale are Chicago and Kansas City. Stores in Baltimore, Washington and Jacksonville are also in danger of being shut down.

Cleveland Chains Pay \$20 Million for Price Fixing

Two of Cleveland's largest grocery chains, Finast and Fisher, have pleaded "no contest" to civil charges of price fixing, and will pay the citizens of northeast Ohio \$20 million in scrip over 5 years. A third chain Stop-N-Shop, also pleaded "no contest", and will pay \$300,000 a year for seven years to a charity fund as its part of the settlement. They are considered among the largest class-action, anti-trust settlements ever.

Finast, Fisher, Stop-N-Shop, and many of their executives still face criminal charges for price fixing. The three chains account for more than 70% of Cleveland's supermarket business.

UPSers Say:

"No Concessions in 1982"

As Teamster President Roy Williams gets set to sign a pact with the freight carriers containing take-aways and a cut-back in the Cost-of-Living clause, UPSers are going to contract proposal meetings this month to say "No" to concessions to the Big Brown Machine.

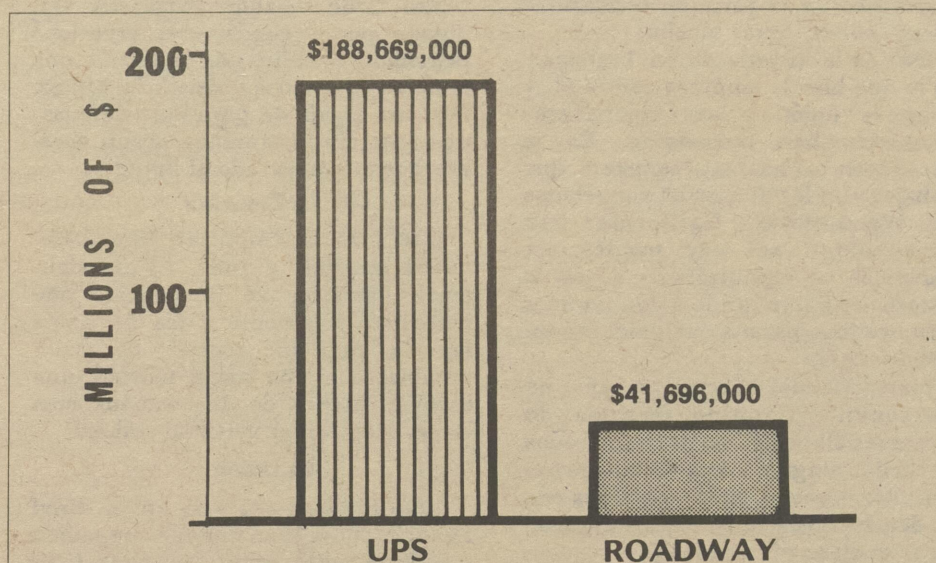
Unlike the freight industry, UPS has benefitted from deregulation and is earning record profits. In 1980, UPS reported after tax profits of \$188,669,000 (source: Annual Report to Shareholders), more than double the previous years figure of \$83.2 million.

For years, UPS Teamsters have endured second-class working conditions, the "pits" of the trucking industry. Now many members feel that this year the union is in an excellent

bargaining position to make significant contract improvements.

It is crucial at the current contract meetings that UPSers convey to our officers that we expect significant contract improvements. This is just what the members of Local 623 in Philadelphia did on Saturday, January 9 when they nearly unanimously endorsed the TDU Contract Demands, including full COL protection and No Productivity Standards.

One effective way to demonstrate your seriousness about this contract is to order and distribute **UPS Petition for a Good Contract and Organize Now! UPS National Contract Brochures**. You can order them from: UPS Contract Committee, c/o TDU Box 10128, Detroit, MI., 48210.



UPS made \$189 million in profits in 1980. The next most profitable general freight company was Roadway—with only \$41 million, less than a quarter of UPS's profits!

Hang UPS

A Column for UPS Workers

Local 340 UPSers in Portland, Maine report that they were proud to contribute "UPS Turkeys" to the families of PATCO members who needed all the help they could get in celebrating the holidays. As one TDURer reminds UPSers in the Eastern Conference of Teamsters, "Remember that we walked for three months!" so UPSers should be able to appreciate what PATCO families are going through after being out for five months. . . .

In a recent trip to the Carolinas some UPSers told the TDU national organizer how the company brags about the "golden handcuffs" they have on their workers: a high paying job which forces folks to put up with working conditions unheard of anywhere else in the freight industry. Are those golden handcuffs locked on you?

In Charleston, South Carolina Local 509 Upsers report that the company is instituting a 45 hour work week. You have to be in by a set time each day and have delivered all your packages. If you are over your "allowed time" you are subject to disciplinary action. . . .

On January 3, 1982 a statewide UPS contract meeting was held in Augusta, Maine to hear rank and file proposals. Maine TDU reports: "With UPS making record profits and almost certain to ask for concessions from hourly workers, we can either prostitute ourselves for three more years or we can demand improvements in working conditions we want to see changed and be willing to strike for them."

The UPS Thrift Plan...recently paid 21% interest to participating members. Would they dare cry poor?

What UPSers Want

A TDU survey of UPS members from locals around the country shows that the great majority of UPSers believe that protection of Cost-of-Living, no productivity standards and a decent wage increase are the most important issues in the upcoming contract negotiations.

Some 79% of those surveyed said that they would strike to protect the COLA, and in a ranking of the issues that would cause UPSers to reject the contract "no productivity standards" was ranked as the most important by a margin of 2 to 1. Decent wages was the second most important, with most saying that there should be at least \$1 an hour a year in wage increases.

The survey was distributed by the UPS Contract Committee of TDU from September to December. Almost 200 UPSers from 38 locals responded. A majority of these were

package car drivers, with an equal number of feeder drivers and part-time workers responding.

On the question of seniority a strong majority responded that all full-time jobs and package car routes should be bid regularly. A majority also said that all part-time jobs should be posted for bids by part-timers, and 96% stated that part-timers should have preference for all full-time jobs over new hires.

Asked to rank improvements in the grievance procedure respondents place 'Innocent 'til proven guilty' as the most important language to work for.

The survey gives a clear indication of what UPSers would like to see in their new contract. Now we just have to let our local and international officials know exactly how we feel so on April 30th we get what we want.

Louisville Kentucky Local 89

Sweetheart Deal at UPS Air Operation

It's common practice for UPS to hire an outside airline service to handle airport freight. In Louisville, UPS is "pioneering" a new way of handling the airport freight with the blessing of the Central Conference of Teamsters. Read on and find out what the union might be doing behind your back.

UPS now has its own Air Operation at the Louisville Airport. Approximately 120 people work for this division. They have a substandard contract with the Teamsters signed by Williams' right hand man, Jack Yager.

No rank and file Teamsters covered by the Master were even notified about this contract before it was signed. And to date, they have no union representation on the shop floor, no stewards.

The Teamsters are noted for understanding the "flexibility" UPS claims it needs. The Central Conference of Teamsters really bent over backwards

to give them what they wanted with this substandard contract.

The Conference signed a six month contract with the Louisville Air Operation as a supplement to the Central Conference United Parcel Contract. Article 2, Section 2 of the master says that all riders or supplements must be agreed to by the employer and the Joint National Negotiating Committee. It is not known yet whether the National Negotiating Committee did agree to this arrangement. A grievance is being filed by members of Louisville Local 89.

Now let's take a look at this contract:

Seniority — Louisville United Parcel Central Conference provides for one seniority list yet the air employees will have a separate seniority list.

Workweek — The regular contract calls for a work week of Monday — Friday with time and a half for

Saturday and double time for Sunday. The work week for the air operation consists of any five days in a seven day period, not even consecutive days.

Daily Guarantee — The regular contract for the part-time employees calls for a three hour guarantee and time and a half over 5 hours. The air operation employees do not have a daily guarantee and in some instances the workers only work two hours, maybe even 30 minutes, or may be called in and not put to work at all.

Start Times — The regular contract calls for start times to be posted on Friday before the next week. Start times for the air operation may be adjusted to coincide with the arrival and departure of planes.

Rest Periods — The contract calls for a 10 minute rest period for all part-time workers. There are no rest periods for air operation employees

during the sort.

Insurance — The contract calls for equal insurance for part-timers and full-time employees, but the air operation employees receive half of full-time sick, accident and life insurance benefits.

Wages — The regular contract calls for part-timers to make \$11.40 an hour, with sorters and loaders earning more. The starting rate for air operation employees is \$7.40 per hour.

Remember folks, if UPS can use Louisville as a pilot project to break down the conditions of the contract, they can do it in your area, too. Be on the lookout for the slightest hint of a substandard supplement to the contract in your area. Let your officials know now that you are aware of the Louisville situation and that you will fight against this erosion of your contract.

"Un Daño a Uno Es Un Daño a Todos"

Teamsters De Watsonville Muestran Solidaridad

A veces un poquito de solidaridad obrera puede lograr mucho.

Esta es la historia de un Teamster, de lo que hizo la empresa contra él, y cómo la unión y sus compañeros Teamsters han respondido. Es la historia de cómo los Teamsters que trabajan con los alimentos congelados en Watsonville, California han comenzado a ver que pueden ser poderosos al organizarse. Y es la historia de a que grado bajan algunos patronos para parar a cualquier organización obrera.

Juan Manuel Parra trabajó en Watsonville Canning (fábrica de conservas alimenticias) por nueve años sin recibir ninguna carta de amonestación. Raras veces tenía problemas con los demás, hacía su trabajo, y expresó pocas quejas.

Hasta el 21 de septiembre de 1981. En esa fecha Parra fue empujado dos veces por su capataz, Ken Miller. Este había sido capataz solamente unos pocos meses y ya había estado en todos tipos de dificultades: empujando a la gente, gritándoles, y llamándoles "ustedes estúpidos mexicanos hijos de puta."

Todo el día Miller había acosado a Parra, gritándole obscenidades, empujándolo, y dándole una amonesta-

Esa tarde, cuando Parra fue empujado por segunda vez, reaccionó pegándole a Miller con la escoba que tenía en sus manos y derribó a Miller. Fue una acción de pura auto-defensa, una reacción instantánea de un hombre bueno apresurado al límite.

La Empresa

Que hizo la empresa? Inmediatamente despidió a Juan. El día siguiente llamaron al la policía, que entrevistó solamente a los de habla inglesa. Juan fue acusado de asalto criminal con una arma mortal (una escoba). Menos de una semana mas tarde, Ken Miller volvió al trabajo.

La Union

Juan fue otra vez a la union. Fred Heim le dijo a Juan que fue despedido y nada se podía hacer. Así pues Juan reunió a un grupo de sus amigos y fueron a la reunion regular de los miembros del Local. En esa reunion Fred Heim no le permitió a Juan contar su historia. Su queja fue rechazada como "fuera de orden."

TDU

Pero Juan conoció a algunas otras personas en la reunion—miembros de un grupo de los Teamsters por Una Union Democrática (TDU) de Watson-



Juan Manuel Parra, Local 912.

hacer, declarándolo "fuera de orden", rehusándole a presentar una queja, ellos comenzaron a reconsiderar la cuestion. La gente se organizó. El abogado de TDU, Dan Siegal, los llamó. Presentaron una queja formal.

El Poder de Los Obreros Mismos

Cien personas asistieron a la reunion siguiente. El periódico del grupo de TDU, con noticias sobre el caso, fue distribuido através del pueblo. Mas personas firmaron la petición. Luego, una barbacoa para recaudar fondos atrajo 300 el 1 de noviembre.

Al presentarse a la empresa la petición, un gran numero de obreros la acompañaron. Algunos estaban almorzando o tenían descanso. Otros simplemente dejaron de trabajar para ir a ver el jefe de personal. Despues de media hora, los oficiales de la union estuvieron allí. Despues de dos horas el capataz que había causado el problema fue despedido.

Esa noche los oficiales del Local 912 trataron de atribuirse la buena fama de haber conseguido el despido del capataz. Nadie les creyó.

Sin embargo, Juan no se había ganado su trabajo, y todavía tenía una acusación criminal pendiente sobre él. El 3 de noviembre se presentó en la corte, con unos 50 testigos y apoyadores que vinieron a pesar de las amenazas por parte de la empresa.

De repente un oficial de "la migra" (Immigration and Naturalization Service—INS), rodeado de diputados del sheriff, entró en la corte. A cuarto

de los obreros los agarraron, los echaron en un camión del INS, y los llevaron a Salinas para esperar la deportación a Mexico. Dos de estos cuarto habían sido ordenado a presentarse como testigos. Aún el abogado de Parra fue amenazado con arresto.

Aparentemente Watsonville Canning se había abajado hasta usar una agencia gubernamental en sus esfuerzos a conquistar el creciente movimiento de los obreros mismos. Siendo un hecho bien conocido que a muchos obreros en las plantas de alimentos congelados les faltan los documentos de inmigracion, esta especie de actividad por parte de INS es rara. Sin embargo, en esta situacion "la migra" comenzó a presentarse en Watsonville Canning casi diariamente.

TDU ha protestado al INS sobre esta intimidacion abierta en pro de la empresa. El abogado Dan Siegal consiguió la liberacion de dos de los cuatro obreros detenidos, y el planea pedir una orden de la corte en contra de cualquier futura intervencion por parte del INS. El 19 de noviembre una victoria importante fue ganada cuando las acusaciones criminales contra Parra fueron canceladas. Todavía hay acusaciones del menor grado contra Parra, y el tiene que presentarse en la corte el 18 de marzo para el juicio, pero sus abogados van a introducir una mocion para hacer que las acusaciones sean canceladas completamente debido a la intimidacion a los testigos por parte del INS.

Al momento de escribir esto, los Teamsters en Local 912 en Watsonville estan determinados a luchar para conseguir la devolucion del trabajo de Juan. Su queja está pospuesta hasta despues de su apariencia en la corte, pero los miembros continúan trabajando para construir la unidad entre los 5,000 obreros en alimentos congelados y los demas Teamsters en Local 912.

La organizacion de los Teamsters por una Union Democrática (TDU) en Watsonville tiene un poco mas de un año, pero ya está mostrando lo que significa realmente el unionismo. Saben que al defender a Juan Parra se defienden a sí mismos. La union fue construida sobre el dicho, "un daño a uno es un daño a todos." Los oficiales del Local 912 se olvidaron de esto hace mucho. Pero los miembros mismos están dando a ese dicho un nuevo significado.

SECCIÓN EN ESPAÑOL

This article reports on the efforts of Teamsters in Watsonville to defend a fellow member. An English translation is on page 9.

tacion escrita totalmente injustificada. Todo esto porque Miller estaba enojado porque uno de los trailers había ganchado el alambre de una caja de coliflor, algo que no fue por culpa de Parra. Pero Miller no sabía de quien fue la culpa, y por eso encontró a alguien para echarle la culpa.

Juan fue al supervisor de Miller para tratar de poner las cosas en orden. No tuvo suerte. Durante el almuerzo, Juan fue al local de la union y habló con Fred Heim, el presidente del Local 912. Este le dijo que alguien vendría. Pero nadie vino.

ville. Ellos estaban dispuestos a escucharlo—y ayudarlo.

Una reunion fue convocada para los miembros del Local 912 que querian defender a Juan Parra. Mas de cincuenta (50) asistieron. No había sillas suficientes. Una petición fue preparada, y fondos fueron recogidos. En poco mas de una semana, mas de 300 personas firmaron la petición, a pesar de los esfuerzos de la empresa para asustar a la gente.

Finalmente los oficiales del Local 912 empezaron a entender. Despues de decirle a Juan que nada se podía

turkeys. But not this time. For the first time in anyone's memory, the officers met resistance. A motion to cancel all business clearly failed, and the secretary treasurer was questioned on finances and other matters.

TDUer Joe Mendoza, a 10-year employee at Diamond Walnut, spoke as did other 601 members. Joe and others have begun a TDU Chapter, started learning their rights and exercising them.

The response from the members has been support, as shown by the November vote. The response from other quarters has been threats. Joe has received threats on his life, and on December 9, Joe had three shots fired into his home while he was out. George Moffatt, Secretary Treasurer of Local 601, denied any knowledge of the threats or the shooting.

"Threats won't stop me," Mendoza stated. And they apparently won't stop other members from getting involved either.

"Threats won't stop me"

New Stockton Chapter

Stockton, California Local 601 is a 10,000 member union consisting mostly of food-processing workers, at companies like Diamond Walnut, Carnation and many others.

Until recently it was run as a private club and members had no avenue to participate. But now a new TDU Chapter is shaking things up, and participation is rising.

Historically there have rarely been union meetings, as the quorum of 25 persons is never met. In October 1981, however, a number of people did show up, just enough to make a quorum. That is, until some of the officers sneaked out the door to deliberately get the meeting cancelled.

But in November it was different. Due to a give-away of Thanksgiving turkeys by the local, an estimated 200 members showed. The officers always move to cancel all business at this event, to get on with the really important matter of dispensing

¡NUEVO!

Guía a los Derechos Legales de los Teamsters

Una guía en español a sus derechos legales a participar en la union, a estar representado en su trabajo, y a reformar a la union. 19 paginas. Explica tambien los derechos bajo la ley y bajo la constitucion y los reglamentos de los Teamsters.

Para conseguir su copia—favor de ordenarla hoy de Teamsters por una Union Democrática (TDU). Favor de enviar \$1 por una copia, o 50c cada una por 5 o mas copias.

Nombre _____ Local _____

Dirección _____

Ciudad _____ Estado _____ Zip _____

Favor de enviar esto a: TDU, Box 10128, Detroit, MI 48210

"An Injury to One is An Injury to All"

Watsonville Teamsters Show Solidarity

[This story is an English translation of the Spanish story on the facing page about Watsonville cannery workers.]

Sometimes a little bit of rank and file solidarity can go a long way.

This is the story of one Teamster, what the company did to him, and how the union and his fellow Teamsters have responded. It is the story of how frozen food Teamsters in Watsonville, California have started to see that when they get together they can be powerful. And it is the story of how low some employers will sink in trying to stop any worker organization.

Juan Manuel Parra worked at Watsonville Canning for nine years without a single warning letter. He rarely had trouble with anyone, did his job, and voiced few complaints.

Until September 21, 1981. On that date Parra was pushed twice by his foreman, Ken Miller. Miller had been a foreman only a few months and already had been in all kinds of trouble: pushing people, screaming at them, calling them "you stupid Mexican sonofabitch".

Miller had harassed Parra all day, screaming obscenities, shoving him, giving him a totally unjustified warning ticket. All this because Miller was upset that one of the trailers had hooked the cauliflower band, something that was not Parra's fault. But Miller didn't know whose fault it was, so he found someone to blame.

Juan went to Miller's supervisor to try to get things straightened out. No luck. On lunch break, Juan went to the union hall and talked to Local 912 President Fred Heim. He said someone would come over. But no one came.

That afternoon, when Parra was pushed for the second time, he hit back with the broom that was in his hands and knocked Miller down. It was an act of pure self-defense, an instantaneous reaction of a good man pushed to the end.

The Company

What did the company do? They fired Juan immediately. The next day they called the police, who interviewed only English-speakers. Juan was charged with felonious assault with a deadly weapon (a broom). Less than a week later, Ken Miller came back to work.

The Union

Juan went to the Union again. Fred Heim told him he was fired and nothing could be done. So Juan got a group of his friends together and went to the regular membership meeting of the Local. At that meeting Fred Heim prevented Juan from telling his story. His complaint was "Out of Order".

TDU

But Juan met some other people at the meeting—members of the Watsonville TDU Chapter. They were willing to hear him—and help him.

A meeting was called for members of Local 912 who wanted to defend Juan Parra. More than 50 showed up. There were not enough chairs. A petition was drawn up and funds collected. In a little more than a week's time over 300 people signed the petition, despite company efforts to scare people.

Finally, the Local 912 officials got the message. After telling Juan nothing could be done, ruling him out of order, refusing to file a grievance, they began to have second thoughts. People were getting organized. TDU attorney Dan Siegal had called them. They filed a grievance.

Rank & File Power

One hundred attended the next meeting. The TDU Chapter newsletter with news of the case was distributed all over town. More signed the petition. Later, a benefit barbeque to raise money would draw 300 on November 1.

When the petition was presented to

the company a large group of workers went with it. Some were on lunch or break. Others just stopped work to go to the Head of Personnel. Half an hour later the union officials were there. Two hours later the foreman who caused the problem was fired.

That night the Local 912 officials tried to claim credit for getting the foreman fired. No one believed them.

Juan, however, had not won his job back and still had a felony charge hanging over him. On November 3 he appeared in court, along with some fifty witnesses and supporters who came despite company threats.

Suddenly an officer of the Immigration and Naturalization Service (INS), flanked by sheriff's deputies, burst through the courtroom door. They grabbed four of the workers, threw them into an INS van, and took them to Salinas to await deportation to Mexico. Two of the four had been subpoenaed as witnesses. Parra's lawyer was even threatened with arrest.

Watsonville Canning had apparently stooped to using a government agency in its efforts to defeat the growing rank and file movement. While it is a known

fact that many workers in the frozen food plants lack information papers, such INS activity is rare. In this situation, however, the INS started appearing at Watsonville Canning almost daily.

TDU has protested to the INS about this blatant pro-company intimidation. Attorney Dan Siegal won the release of two of the four workers siezed and plans to seek an injunction against further INS interference. On November 19 an important victory was won when felony charges against Parra were dropped. While Parra will still be tried on misdemeanor charges on March 18, Parra's attorneys will submit a motion to have the charges dropped altogether due to the intimidation of witnesses by the INS.

Watsonville TDU is only a little over a year old, but already is showing what unionism is all about. They know that in defending Juan Parra they are defending themselves. The union was built on the motto "An unjury to one is an injury to all". The Local 912 officials have long forgotten it. But the rank and file members are giving that motto a new meaning.

Picketing Plan Defeated in California Local

An important attempt to strengthen the bargaining power of Local 315 Contra Costa County, California, went down to defeat at the December membership meeting of the local union.

The vote to change the local bylaws and eliminate the mandatory picketing program was approximately 458 against the program, 196 in favor, with opponents of the picketing plan mustering 22 votes more than the 2/3 they needed to change the bylaws. Under the program each member of the local had to stand 1 day's picket duty yearly or be assessed a day's pay.

Some members had criticized the program because of the inflexible way it was initially implemented. Instead of offering people several chances at picket duty, as is the practice in San Francisco Local 85, the local immediately fined the worker if they didn't show up. While this practice was eventually changed it was too late to alter the vote.

Another criticism that was voiced was

that the local should have made more of an effort to educate the members of the local, including articles in the Local paper and letters to the members.

While both of these criticisms may contain some truth, there is an even more important lesson in the failure of this one local's picketing program to gain support from the members. That lesson is one of leadership—the need for a union leadership that can inspire members and build union spirit and solidarity.

There is an anti-labor mood in America today. Local officers know how hard it is to win an NLRB election. Unfortunately, once the union is 'in' many officers think that the job of winning the members is over. But it is not.

Part of that job is trying unpopular experiments. We think that Local 315 did the right thing in experimenting with the picketing program. We think that the Local 315 executive board did the right thing in backing it. We hope other locals follow suit.

TDU MEETINGS

Charlotte Area TDU

Sunday, February 7—4:00 pm
Greenville Center, Charlotte, N.C.

Chicago Area TDU

Rally & meeting to stop contract giveaways
Sunday, January 31—1:00 pm
Quality Inn, I-55 and County Line Road,
Burr Ridge.

Detroit Metro TDU

General Membership meeting
Sunday, February 28—1:00 pm
P.L.A.V. Hall at Michigan and Central

Indianapolis Area TDU

Sunday, January 17—2:00 pm
Ramada Inn at Airport
(I-465, Airport Exit)

Lehigh Valley TDU

Sunday, January 31—1:00pm
Trexlerstown Fire Co.
Rt. 100 & 222, Trexlerstown PA

Memphis TDU

Sunday, February 21—12:30pm
Shoneys on Elvis Presley Blvd.

Midwest Region Roadway Teamsters

Sunday, January 17—11:00am
Ramada Inn
Indianapolis Airport
(I-465, Airport Exit)

Scranton-Stroudsburg Area TDU

Saturday, January 30—2:00pm
Holiday Inn, Bartonsville
Exit 46N off I-80

Toledo Area TDU

Sunday, February 7—2:00pm
Hillcrest Hotel, 16th & Madison

Watsonville TDU

Sunday, January 24—3:00pm
First United Methodist Church,
229 Stanford

Join the
'100-100 Team'.

Start
the New Year
Off Right!

The fight for democracy costs money. We are asking you to join the "100-100 Team." This is 100 Teamsters donating \$100.00 apiece to raise \$10,000. Your contribution will be tax deductible.

This \$10,000 can make the difference in continuing and expanding our work. At a time when our union is in danger, that work has never been more urgent than today. Can you help?

To join the "100-100 Team" do the following:

- fill out the form below
 - make a check or money order to *Teamster Rank and File Educational and Legal Defense Foundation*.
 - mail to: TRF, Box 10303, Detroit, Mich. 48210.
 - ☐ I pledge \$100. My check is attached.
 - ☐ I pledge \$100 in four monthly \$25 contributions.
 - ☐ I pledge \$100 in ten monthly payments.
- Date _____ Chapter affiliation _____
I wish to remain anonymous: ☐ yes ☐ no
My name may be listed as a donor: ☐ yes ☐ no

Name _____ Company _____

Address _____ Local _____

City _____ State _____ Zip _____

rank & file

BULLETIN BOARD

Local 557 Ranks Fight For Rights

Members of Local 557 in Baltimore are standing up for their rights.

In November, Clifton McDonald, TDU'er and member of Local 557, sent a letter to Joint Council 62 pointing out that the local had illegally raised the membership dues in October 1980 by \$3 per month. This is \$1 more than authorized by the IBT Constitution. Bending under membership pressure, 557 President Jack Eisenberg announced in December that a secret ballot would be conducted in January on the issue.

McDonald also took a stand for the rights of 557 members to distribute literature critical of union officers at the union hall. After being harassed at two recent meetings while he attempted to distribute such literature, McDonald wrote a letter to Eisenberg threatening legal action. Again Eisenberg had to relent, consenting to the distribution of literature at meetings—but in the parking lot. McDonald, however, announced at the December meeting that he will take full advantage of his rights and distribute literature inside the hall at future meetings.

Why We Need New Law

by Frank Greco
Local 478
Edison, New Jersey

Joe P. Uzzolino, President of Local 478, Union, N.J., was recently sentenced to 5 years imprisonment for his role in a scheme to obtain illegal payoffs from the owners of Towers Transportation, Inc. Yet under current law and the IBT Constitution, Mr. Uzzolino can stay in office and collect full salary, expenses, and allowances while his case is on appeal.

During the trial, it was revealed that Towers Transportation owed over \$80,000 to the local benefit plans. It had changed its name in 1976—to "Far East Truck Leasing"—to avoid payment but no effort was made to collect this money until 1980. Meanwhile, President Uzzolino was the chairman of the Trustees of the benefit plans, the man responsible for seeing that this money was collected.

He was also the BA at Towers and was the person most responsible for allowing non-union owner-operators

to work for Towers under a standard contract—a sweetheart deal which allowed Towers/Far East to avoid paying benefits to the drivers or contributions to the fund.

These losses were one reason why the Local 478 Pension Fund was unable to meet its obligation of \$600 per month to future retirees. So on April 1, 1981 21c of the COL wage increase was diverted to cover the obligations of the pension fund.

After such a record of acting against the interests of the members of Local 478, is it right that Mr. Uzzolino should be able to continue to hold his positions of power and his salary at the expense of Local 478 members? This case is just another example of why we need the changes in the labor laws proposed by Senator Nunn (see separate article on this page). These changes would bar individuals such as Mr. Uzzolino from holding their posts while their case is on appeal. All Teamsters should support these measures—for it is our wages, benefits, and contracts that are sold out when officials take a payoff.

Officials' Pensions Anger Polish Workers

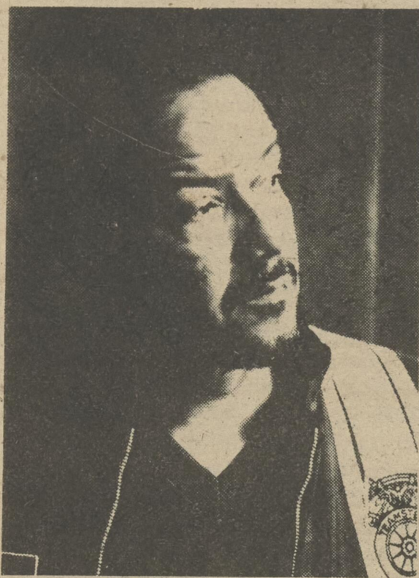
The December 30, 1981, NY Times contained a column by Zygmunt Nagorski with a lesson for Teamsters. It stated in part:

"The (Poland's) Establishment's most blatantly unfair perquisite was its retirement benefits. In 1972, Parliament passed a special decree granting exceptional retirement privileges to members of the Central Committee, high level managers, policemen, security forces, and the upper echelons of the army. These privileges included an early retirement (60 instead of 65), an average pension five times higher

than that granted to ordinary Poles, and continued family assistance benefits."

Does this sound like our top Teamster officials, with their special multiple pension plans, severance plans, etc. containing levels undreamed of by "ordinary" Teamsters? He notes that "Solidarity demanded and won the elimination of most of these privileges and it went even further by demanding and obtaining the elimination of corrupt officials."

Could it be that is why our top officials don't like TDU?

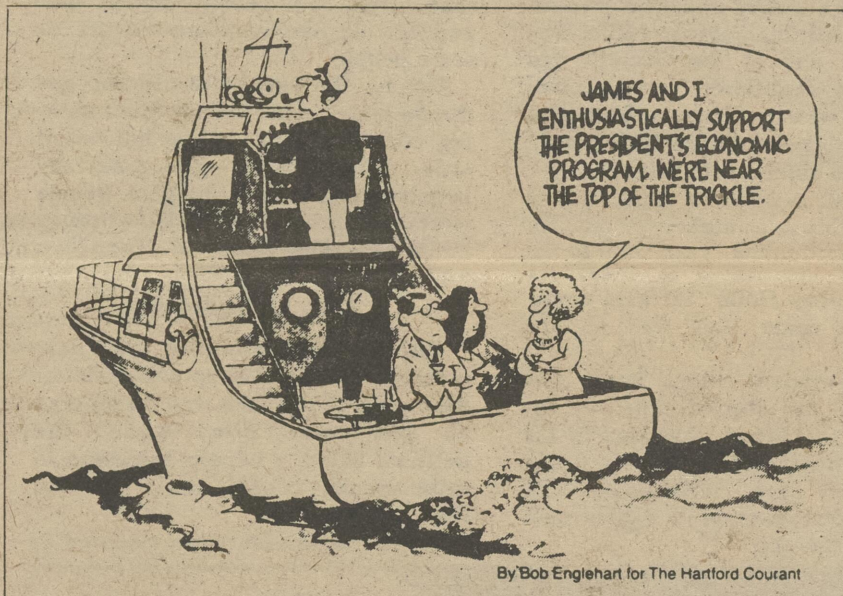


Clifton McDonald, Local 557, Baltimore

All in the Family

In keeping with the Presser family tradition of keeping the union in the family, Jackie Presser's son Gary has been appointed to fill the office of Cleveland Local 507 Vice President left vacant by the death of his grandfather, William Presser. Local 507 members were never consulted or advised of the appointment.

Presser's PR firm of Bellamy & Halbin, when questioned by a reporter for Cleveland Magazine, claimed that the young Presser was "elected" to the post. They forgot to mention that he was elected by his dad and his pals who make up the Local 507 Executive Board.



By Bob Englehart for The Hartford Courant

AFL-CIO Hits Corruption

Lane Kirkland, President of the AFL-CIO, has endorsed new legislation to clamp down on corruption in the labor movement. The proposed legislation, introduced by Senator Sam Nunn (D. Ga.) as the Labor Racketeering Act of 1981 (S.1163) would take the following measures to curb the influence of organized crime in the labor movement:

- (a) Increase the number of crimes for which a conviction would result in a union official being suspended from office.
- (b) Enlarge the categories of persons who could be suspended from office.
- (c) Lengthen the time offenders are barred from office from 5 to 10 years.
- (d) Provide for suspension immediately upon conviction rather than after all appeals have been exhausted.

Kirkland stated that while the proposal to disqualify a union office-

holder from his position before all appeals are exhausted raises "troubling civil liberties issues" that the alternative of letting the convicted officer remain at his post would be even more damaging in terms of its effect on the labor movement.

Write to Stop S.613

A new bill has hit the U.S. Senate which would make picket line violence by union members a federal crime, punishable by up to 20 years in prison and a \$250,000 fine. Scabs or thugs hired by an employer, engaging in the same violence would be punishable only under state law.

Hearings on this bill, S.613, are due in early December and a vote by the end of the year. Teamsters are urged to write to their Senators and Congressmen, to urge them to vote against S.613 and stop this anti-union measure.

Carhaulers Demand Majority Rule in 1982

The reason rank and file carhaulers believe so strongly in majority rule on our contract is that we have been denied majority rule so often.

We haven't changed our minds. More than anything else, the desire for the democratic right to majority rule on our contract is what produced the **Carhaulers Contract Campaign**. We would vote "yes" for a good contract, but we'll be damned before we willingly accept a bad contract the majority of us reject.

It was made clear in an official letter

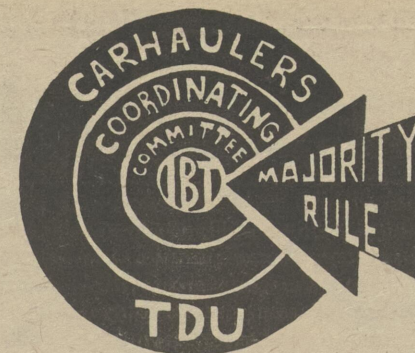
from Local 299 in Detroit to Teamster General President Roy Williams last month: "The strongest unanimous support of our carhaul membership is for a proposal on the ratification procedure for the upcoming contract — majority rule. On December 1, 1981, it was moved, seconded, and unanimously supported that the contract be approved by a simple majority vote of 50% plus one. We ask that you not invoke the "2/3" vote as provided for in Article XVI, Section 4(b), of our International Consti-

tution."

It looks like some high officials are more worried than ever about a contract being rejected. The International has announced that employees who have been laid off and on withdrawal from the Union for up to three years will be allowed to vote on ratification of the freight contract.

Now maybe there is some chance the currently working freight workers might reject a sellout contract and therefore they need unemployed "yes" votes to push it through. But it's darned unlikely.

No, it's more likely the International is thinking just about carhaul. Three times in the last six years we have come close to rejecting the proposed contract by more than a two-thirds majority. This time they are afraid we



will succeed.

Frankly we don't think currently laid off carhaulers are stupid. The layoffs have nothing to do with our wage and benefit levels, our working conditions, or our contract. The layoffs are caused by low auto sales and nothing else. We don't compete with scabs in our industry, our companies are profitable even now, and we will all be back to work when car sales pick up and not before. Laid off or working, we will vote to reject a contract which takes us backwards.

Carhaul Contract Proposal Meetings

Across the country carhaulers are doing two things. First we are watching the windup of the freight negotiations with more interest, and fear, than ever before. From everything we read and hear, freight Teamsters are about to be presented with the worst contract in memory, a contract promising falling wages, declining working conditions, and no effective job security.

Second we are in the middle of January contract proposals meetings in carhaul locals from coast to coast. The **Carhaulers Contract Campaign** Basic Contract Proposals worked out at the TDU Rank & File Convention last October 31 are being presented along with additional negotiating demands supported by the membership. Local 299 in Detroit, the Union's largest carhaul local, has led the way by submitting contract proposals to the

International Union in late December. All the **Carhaulers Contract Campaign** proposals were unanimously supported by the Local 299 carhaul membership at the December meeting: Majority Rule in '82, No Takeaways on wages and benefits or working conditions, Reform of the Grievance Procedure with Innocent Until Proven Guilty, and the Local Right to Strike on grievances.

The effort to make our voice heard is especially well organized in California. On Sunday, January 10, TDUsers sponsored a meeting of all carhaul stewards in Northern California to coordinate plans for the proposal meetings in Locals 78, 315, 468, and 490. They have also shared their proposals with rank and file activists in Southern California who also want to improve the Western Supplement.

California Carhaulers Honor Picket Lines

by Jim Jordan
Insured Transporters driver
Local 490

In the face of the opening carhaul negotiations the employers are testing the character and backbone of Teamster carhaulers in the San Francisco Bay Area. The companies were given the opportunity to put a lot of pressure on the drivers when Automotive Services Inc. (ASI) opened a car prep and rail loading facility this fall near the Port of Oakland. The problem is that ASI opened non-union paying substandard wages. ASI's first and only customer to date is Subaru of America. Apparently unhappy with Benicia Industries, the company up the bay which did the work prior to ASI under a Teamster contract, Subaru dropped Benicia and sent their ships into Oakland and ASI. Shortly Oakland Teamster Locals 78 and 468 put up a primary picket line (substandard wages) at ASI and the heat was on.

Insured Transporters, Commercial Carriers, Pasha Truckaway, and G.O.A.T. tried to force trucks through the picket line but with little success as Local 490 (representing Insured and G.O.A.T. drivers from Benicia) stood solidly behind its members. Subaru's own drivers, recently organized by Local 490 with the help of active TDU members, honored the lines also.

A problem developed when Pasha Truckaway management began taking



Jim Jordan, Local 490, San Francisco, Ca.

trucks through the line and loading them and bringing them back out. The Pasha drivers, threatened with discipline up to and including dismissal, reluctantly delivered the cars.

Unfair labor charges were filed against Insured Transporters who are using the old fear and intimidation tactics, even threatening a lawsuit against Local 490 simply for doing its job of informing the members of their rights and supporting the picket line.

The latest report is that ASI has finally agreed to sign union contracts with Local 78 for the prep workers and with Local 468 for the rail loaders. This effort to operate non-union has been defeated by vigilant rank and file effort and the excellent work of Local 490 BA Ward Allen and Sec. Treas. Tom Williams, even though other locals gained the members. This kind of solidarity is something the Teamsters need more of.

Steelhaul Shorts

YOUNGSTOWN CARTAGE

Youngstown Cartage drivers throughout the system are apparently being ignored by the union. Some months ago YCC President Bill Wolff began demanding relief from the drivers in the form of lower percentage pay and some self-pay on health and welfare.

Wolff persuaded a number of locals to hold meetings at which he was given the floor to sell drivers on this plan. Many mixed reports have come in from the meetings. Most drivers seem confused as to the sequence of events and the legality of the proceedings. As far as TDU can determine, however, there was not a single local union where the officers attempted to rally the members to vote down the plan. In some cases, as little as 25% of the barn attended the meeting where "approval" was given. Some drivers report that the plan was voted down by a large majority at their meeting.

Despite these obstacles, Wolff has put his plan into effect anyway. It now appears that most drivers are working for 24% and paying part of their health and welfare costs. In many cases, both master grievances and NLRB charges have been filed against the company, with no results reported yet.

FUEL SURCHARGE

The fuel surcharge remains in limbo pending a decision by the federal courts. At least two motor carrier groups brought suit to prevent enactment of the ICC's modification to a mileage based formula. If the ICC's position prevails in court, it will still take 60 days beyond the exhaustion of court action for the new program to take effect. **Convoy Dispatch** will keep our readers posted on any new developments.

MCNICHOLAS

McNicholas Transportation continues its theft of 5% of the drivers weekly wages even though the Eastern Conference terminals that have voted have turned the plan down. The only terminal that has not yet voted is Philadelphia where all drivers are laid off and the BA has refused to call a meeting. Most of the veteran drivers report that they are each owed up to \$1,000 in back wages.

ARTIM

How many times did you swear that the companies couldn't possibly cut the rates any lower? And how many times were you wrong?

Artim Transportation has reached an all time low with a bid of 80c per hundred for a big movement of raw materials from U.S. Steel in Gary to U.S. Steel Irvin Works in Pittsburgh. The normal rate is \$1.49 per hundred.

STEELHAUL CONTRACT

20,000 Teamster steelhaulers remain completely in the dark as to the status of negotiations over the Iron and Steel Supplement to the NMFA.

Some sources report that a major company demand is on revenue sharing to prevent owner operators and company drivers from sharing in the full revenues as future rate increases go into effect. There is also apparently some push by the companies to force part of the cost of Health and Welfare back on the drivers who turn down a load or are unavailable when a load is offered.

Almost 45 Local 800 members met in Pittsburgh on January 2 at a meeting called on short notice by TDU. Most drivers expressed the correct opinion that a strike at this time would be premature and that everyone should wait until the final package is announced by the International. But most people also made clear that any plan which denied participation in 100% of the current tariff would be unacceptable to all.

Be There....With Your Questions

Locals to Meet on New NMFA

All across the country, local unions will be holding meetings to discuss the proposed NMFA at the end of January and in early February. You should be there—and should be armed with questions about the proposed contract.

While information on the contract continues to come in, what we have learned has already sparked a few questions which you might want to raise at your local union meeting:

- If the rank and file members are going to have their Cost of Living gutted, causing us to fall far behind inflation, then is Roy Williams considering taking a cut in his own 100% cost of living protection? (See article V, Section 1(b) of the new IBT Constitution, approved June 1-5, 1981 which gives our General President, who negotiated the cut in our COLA, the most generous Cost of Living clause in the labor movement).

- What guarantee is there that when the economy picks up that we will in fact get a wage increase?

- What guarantee is there that Teamsters, with years of seniority, will get jobs at the expanding truck companies if their own companies go broke? Will the growing giant carriers pick up these long-time Teamsters? Or will these companies just hire more casuals instead?

- Why have our negotiators agreed to let road drivers pick up and deliver freight in the city, giving up jobs, when the whole point of negotiating the contract early was supposed to be to 'save' jobs?

- If we are trying to 'put people back to work' with a contract that has no wage increases, then why have our negotiators agreed to pro-rate pension contributions? Won't this just encourage employers to work people a couple of days a week? Will this kind of

concession lead to jobs or casualization?

- Why, after so many local unions voted for "No Giveaways", have our top negotiators come up with a contract that is almost all giveaways? Everyone knows that bargaining is a process of 'give and take' — but this contract is all one way: we give, and they take!

These are just a few of the questions that members should be asking their local officers. As more information comes out, TDU will be asking more questions. We'll be getting this information to you in special Contract

Bulletins. If you want to get some of these Bulletins then contact TDU right away. It may be the only way to get the information that our top officials are trying to hide from the members.

It would be a good idea to order a bundle of these Bulletins and distribute them at your Contract meeting—so as many of your fellow members are involved as possible. But you should act soon—there probably isn't much time until your local union has its contract meeting. The time to act is now—and with the right information, with the right effort, it's not too late to save our contract and save our jobs.

Rank & File Victory in L.A. Local 595

After a hard fought campaign, the rank and file of Local 595 elected a new member of the executive board, a member of the Majority Coalition pledged to rank and file reform of the local which included TDU and non-TDU Teamsters. The Majority Coalition based their campaign on the issues of the exorbitant raises for top officials in 1980, the lack of organizing, and the lack of preparation for the Master Grocery Contract which expires September 1982.

The new Trustee is Vern Smith of Certified Grocers of California. Vern is not a TDU member and is a long time activist and fighter for the rights of the rank and file. Vern was previously elected as a rank and file delegate to the IBT Convention in June 1981 on a platform of support for the amendments proposed by TDU on the right to elect International Officers and limiting official salaries. At the convention Vern defended TDU's right to speak and refused to back down from his campaign pledges despite intense pressure during Local 595 caucuses.

Defeated for election were George Blunt for Trustee and Wilson Overall, a long time TDU activist who ran for

President. Rank and file candidate Keith Lawhorn was nominated for Vice-President but was refused his right to run on phoney charges relating to the transfer of his workplace from Local 462 to 595. The issue has been appealed to the General Executive Board.

While the Majority Coalition made real gains in meeting the members and raising ongoing issues in the local—something which it plans to continue to do in the future—the rank and file candidates did learn from their mistakes during the campaign. The major error that was made by the Majority Coalition, according to the candidates themselves, was that they became so excited about talking about the issues facing the local that they overlooked the major issue in the local which is apathy. Only one third of the members voted, despite \$11,000 in prizes for members who voted—in a mail ballot! The Coalition suggests that bringing up the issues that came out in the campaign on a long term basis can help fight apathy by making local meetings more interesting and getting more members to take an interest in the local union.

Split Opposition Lets Incumbents Win in 213

A divided opposition enabled incumbent John Donaldson to be narrowly re-elected to his post as Secretary Treasurer of Local 213, a large, predominantly construction, local in British Columbia.

The December election saw Donaldson edge out Jack Vlahovic and the TDU Action Reform slate. The results were: Donaldson, 1741; Vlahovic, 1464; and 1076 for a third candidate, Bill Lewis.

The third slate, the "Unity Slate" was headed by former business agent Lewis. He succeeded in getting both supporters and opponents of International Vice President Ed Lawson on

his slate. Therefore the "Unity Slate" was able to split-off enough votes from Vlahovic to cause the incumbents to be re-elected with a 40% vote.

Vlahovic has protested the election, citing several irregularities and that BA's campaigned on union time. The protest will be heard on January 27.

There was a five year campaign by the Local 213 officers and the Joint Council 36 hierarchy against Jack Vlahovic and the rank and file reformers. Yet it was only the split opposition which could actually make the difference in the election.

First Time Candidates Run Strong in Elections

In several major locals first-time candidates who are members of TDU ran well, often falling short of victory but made surprisingly strong showings.

In a hotly contested election in Cleveland Local 407, three first-time candidates ran on a TDU ticket and ran well. Mike Friedman, in losing for Secretary Treasurer, got 43% of the vote and a higher total than the incumbent president did. A challenger won that post, who is not a TDU member but did have the support of TDUs in the local. Two TDU candidates for trustee lost in a crowded field, but did run ahead of Bob Moody, an assistant to Jackie Presser on the payroll of the Ohio Conference.

In another large field, Harrisburg Local 776 saw the incumbents hold their offices, but with a minority vote. Tom Griffith, who ran on the Teamsters for Teamsters ticket and who is a TDU member, ran second for president ahead of two candidates who were former officers of the local.

Divided oppositions in several local elections caused the incumbents to retain office with a minority vote. But not so in Grand Rapids Local 406. The incumbent slate headed by Bob

Barnette, the head of the Michigan state grievance panel and widely known for his 'deals', lost even though his opposition was split into three other tickets! TDU member and first-time candidate, Don Dill, headed a slate which did not win, but we were pleased that Barnette was replaced by a ticket headed by two business agents who adopted a platform similar to TDU's.

In Quad Cities Local 371, as reported previously in *Convoy Dispatch*, the challengers were successful in winning four positions on the executive board including the principle office. It was a broad rank and file slate that included a few TDUs. Joint Council 65 has now moved to re-run the election which if it happens, will likely lead to a more complete rank and file sweep of the election. The new officers took office in early January.

In Los Angeles Local 595, a large warehouse local, a 'majority coalition' rank and file slate saw one of its members get elected out of four who ran. (See article, this page.)

These five are all large local unions, so the strong showing and some victories by first-time candidates was even more significant.

JOIN TDU!

TDU continues to win new rights for all Teamster members. Page 1 has a report on how we won the right to have democratically-conducted union meetings in a local union that refused to hold meetings for decades. This effort—and many others—are supported from the dues of TDU members when they join. If you support these efforts—isn't it time you join TDU! Don't put it off—join today!

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other _____

☐ \$20 membership fee—for one year's membership & subscription to *CONVOY DISPATCH*.

☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)

☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

(TDU membership is kept confidential from employers and IBT officials.)